G20 EMPOWER
2020 Pledge and Signatories

We, the EMPOWER Pledge signatories support women's advancement to leadership positions in the private sector by:

1. Setting measurable internal targets and / or action plans to increase the number of women in leadership in our companies;

2. Applying a gender lens in our provision of leadership opportunities for women, reviewing the board(s) and senior managers' compositions, and enabling women to access and be part of all levels of seniority;

3. Collecting gender data to internally measure progress on women's advancement in leadership;

4. Fostering supportive and inclusive cultures to dismantle barriers to women's advancement to leadership, including combatting stereotypes, removing barriers, and striving to end all forms of gender-based discrimination;

5. Encouraging the building of a positive ecosystem in the world of work through measures such as: equal pay, flexible work policies, family leave, social dialogue, community initiatives, wellbeing programs, employee networks, and training, mentoring and sponsorship; and

6. Actively collaborating to share our learnings on best practices to advance women's recruitment and advancement in the corporate world, supporting one another, advocating for women, and enhancing global communication.

Signatories (as of May 2021)

21st Century Vocational Incorporated Foundation
A2a
ABRH Associação Brasileira Recursos Humanos-Brasil
ACWA Power
Ajinomoto Co., Inc.
Aon
Asia Pulp & Paper (APP) Sinar Mas
Avery
AXA
Bank OCBC NISP
Bayer
BMI Group
BNP Paribas
Bouygues
BP Berau, Ltd.
Coca Cola Amatil
Coface
Competence Centre for Diversity and Inclusion at the University of St. Gallen
DBS Bank
DANONE - SPECIALIZED NUTRITION
Deloitte Tohmatsu Group
Emaar The Economic City
ENI
EY Japan
Fujitsu Limited
Gajah Tunggal Group
Geodis
Grab Indonesia
Grupo Diarq
Hadiputranto, Hadinoto & Partners
HAKO MULIA ABADI
Indonesia Business Coalition for Women Empowerment (IBCWE)
Indonesia Global Compact Network (IGCN)
Indonesia Stock Exchange (IDX)
Indonesian Business Women’s Association
Japan Institute for Women’s Empowerment & Diversity Management
Japan Toboco Inc.
Java Medivest
JERA Co., Inc.
Johnson & Johnson
Keidanren Japan Business Federation
Kirin Holdings Co., Ltd.
Lenovo
ManpowerGroup
Mars Incorporated
MS&AD Insurance Group Holdings, Inc.
Nikkei Woman Empowerment
NTT Data Italy
Parentalk Indonesia
Procter & Gamble
PT Amarta Mikro Fintek
PT Blue Bird Tbk
PT Kalbe Farma, Tbk
PT Komunikasi Kinerja
PT Martina Berto, Tbk (Martha Tilaar Group)
PT Nestlé Indonesia
PT Riau Andalan Pulp and Paper
PT Supra Boga Lestari, Tbk
PT Unilever Indonesia, Tbk
PT Van Aroma
PT. Procter & Gamble Home Products Indonesia
Samba Financial Group
SAP Japan Co., Ltd.
Saudi Aramco
Sintesa Group
Slack Japan
SNAM
Sociolla
SOMPO Holdings Co., Ltd.
Sony Corporation
Suncorp
Telkomtelstra
Tokio Marine Holdings, Inc
Women's Forum for the Economy & Society
XL Axiata
ZainKSA